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FOR RELEASE:

ADVANCE FOR MONDAY MORNING MEWSPAPERS NOT TO BE USED BY PRESS, RADIO, OR TV BEFORE 6:30 P.M., EST, SUNDAY, OCTOBER 27, 1968

The Civil Service Commission has issued uniform minimum criteria to be used by all agencies which conduct full-field investigations of employees and applicants for appointment to critical-sensitive positions in the competitive civil service.

There has been a substantial degree of uniformity in the past, but this is the first time Government-wide standards have been issued.

The standards include the minimum scope and coverage of full-field investigations, criteria for the selection, training, and supervision of investigators, and strong safeguards against unwarranted invasion of privacy, including restrictions on the use of the polygraph.

In approving the recommendations of an interagency committee representing the major agencies which conduct full-field investigations, CSC Chairman John W. Macy, Jr., noted the extensive interest that has been given the subject by Members of Congress and the judiciary, civil rights and Federal employee organizations, and other groups and individuals. He expressed keen satisfaction that the new procedures will apply to all agencies which conduct full-field investigations for the competitive service.

Regarding the sanctions against unwarranted invasion of privacy, he said: "While the new policy applies to the investigation of persons for the competitive service, I would hope the same standards will be adopted by agencies which conduct investigations of persons for the excepted service."

Key elements of the new standards and procedures are as follows:

## 1. Scope and coverage of full-field investigations.

Basically, full-field investigations are designed to develop sufficient information to enable agency officials to determine the employability or fitness of persons entering critical-sensitive positions. Fitness includes both security and suitability considerations. Whenever practicable, the investigation should be conducted before employment, and investigative reports should be used as a personnel selection device.

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Character, habits, morals, associations, and reputation will be investigated generally. Loyalty should be stressed particularly, and if a question is raised concerning the subject's loyalty, the case should be referred to the Federal Bureau of Investigation.

The affirmative qualities and qualifications of the subject should be developed fully. Over and above the minimum standards, the full-field investigation may be tailored to obtain information in depth concerning special attributes and qualifications required for proper performance in the particular kind of position being filled.

Full-field investigation of competitive service employees and applicants for critical-sensitive positions will be personally conducted investigations which cover the life of the individual, with emphasis on the person's background and activities during the most recent 15 years or since his 18th birthday, whichever is the shorter period. Particularly intensive investigation coverage will be obtained for the last 5-year period, and in addition, a thorough personal investigation will be made of any materially derogatory matters developed which may require investigation before the 5-year period.

Basic elements of the investigation will include appropriate name checks; personal interviews; checks of police records, credit records whenever practicable and justified, and other pertinent records as appropriate; verification of vital statistics and military service; verification of education claimed; and neighborhood investigation for the past 3 years.

### Selection, training, and supervision of investigators.

Selection of investigators should be based upon sound indications of above-average mental capacity and verbal ability. Candidates should have demonstrated ability to meet and deal with people of all social and economic levels. They should themselves be the subjects of full-field investigations before appointment. They should demonstrate potential for growth.

Training and supervision of personnel investigators should meet three minimum requirements: initial training to provide a thorough grounding in the fundamentals of personnel investigations and agency missions; periodic refresher training to update skills and assure continuing competence; and supervision that is sufficiently close -- with review that is sufficiently frequent and thorough -- to assure good quality of investigating and reporting on a timely basis at a reasonable cost.

### Avoiding unwarranted invasion of privacy.

Inquiries concerning an applicant will be limited to matters relevant to a determination of fitness for the position, including a determination as to whether his employment is clearly consistent with the national secu-Approved For Release 2001/09/03: CIA-RDP83B00823R000100150007-4

#### Investigators are not authorized to:

- --Inquire about race, religion, national origin, union membership, fraternal affiliations, political affiliations, or the constitutionality or wisdom of legislative policies except when such information constitutes a bona fide qualification or fitness requirement for specific employment, is required to establish identity, or directly relates to security fitness or subversive activities.
- -- Investigate any case or person other than those officially assigned within their lawful duties.
- --Interview witnesses without first showing credentials giving proper identification and informing the witness why the investigation is being conducted.
- --Furnish information or ask questions in such manner as to indicate the investigator is in possession of derogatory information concerning the subject of investigation.
- --Make covert or surreptitious investigations, or use such devices or techniques as mail covers, inspection of trash, or paid informants, except as any of the foregoing may specifically and individually first be authorized by the head of the agency or his designee.
  - -- Use telephone or wire taps or covert listening or recording devices.
- --Use the polygraph or other so-called lie detectors except as indicated below.
- --Interview applicants or appointees to the competitive service concerning their sexual behavior or attitudes concerning sexual conduct in the absence of allegations or information indicating sexual misbehavior.
  - -- Express opinions about the person under investigation.
- --Investigate any case in which the investigator knows of circumstances which might adversely affect his fairness, impartiality, or objectivity, without first making this fact known to his superiors.
  - -- Divulge any investigative information outside official channels.
  - -- Make unauthorized intrusions on private property.

The new rules limit the use of the polygraph in the competitive service to agencies and parts of agencies which have intelligence or counter-intelligence missions directly affecting the national security and approaching in sensitivity therease 2000 109450907-4

4.

Even when the use of polygraph examinations is authorized for competitive service positions by the Chairman of the Civil Service Commission, the methods to be utilized in administering the examinations would be circumscribed, and polygraph procedures would be monitored to prevent abuses.

Written consent must be obtained from the person to be examined, and he must be apprised of his right to counsel.

Refusal to take the examination may not be recorded in the employee's personnel file.

Questions asked the employee or applicant must have specific relevance to the subject of the inquiry.

Charts and files resulting from administering the examinations must be properly safeguarded.

Each year, the head of an agency which has been granted authority to use the polygraph on competitive service employees and applicants must re-certify the facts on which permission was based. Polygraph operators must be fully qualified in their specialty.

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FEDERAL PERSONNEL MANUAL SYSTEM

LETTER

FPM LETTER NO. 736-

SUBJECT:

Full Field Investigations on Competitive Service Employees and Applicants for Critical-Sensitive Positions

HEADS OF DEPARTMENTS AND INDEPENDENT ESTABLISHMENTS:

This letter announces minimum standards relating to full field investigations for appointment to critical-sensitive positions in the competitive service. Included are standards on scope and coverage of full field investigations; the selection, training and supervision of investigators; and safeguards to avoid unwarranted invasion of privacy. These standards are the result of a careful study by an interagency committee representing the major agencies which conduct full field investigations. They are issued in accordance with the delegation of authority to the Commission contained in Section 8(b) of Executive Order 10450 dated, April 27, 1953. They are binding on all agencies which make competitive appointments, with particular application to those agencies which conduct full field investigations by agreement with the Commission.

# Scope and Coverage of Full Field Investigations for Critical-Sensitive Positions

Full field investigations on competitive service employees and applicants for critical-sensitive positions shall be personally conducted investigations which cover the life of the individual with emphasis on the person's background and activities during the most recent fifteen years, or since his eighteenth birthday, whichever is the shorter period. Particularly intensive investigative coverage is obtained for the last five-year period. In addition, a thorough personal investigation shall be made of any materially derogatory matters developed, requiring investigation before the five-year period.

The basic elements of investigation are:

A National Agency Check as follows:

FBI name check

FBI fingerprint check

CSC Security File check

CSC Security Investigations Index check

Defense Central Index of Investigations check (covering military service or defense employment)

- personal interviews with present and former employers; supervisors; fellow workers; references, when available; neighbors; school authorities; and other knowledgeable associates.
- checks of police, credit (when practical and justified), and other pertinent records as appropriate, such as FBI field offices, vital statistics (to resolve discrepancies), military service, and the like.

Personal interviews as appropriate, for the proximate five-year period, should be scheduled with employers, supervisors, and work associates to verify and obtain pertinent details for all employments in that investigative period. Particular care shall be taken also to verify the fact of unemployment or self-employment claimed by the subject of investigation during the proximate five-year period.

Significant education at a college level should be verified by a check of the school records. Secondary education should be investigated when the subject is young and has had no subsequent schooling. Personal interviews should be conducted with available witnesses such as school authorities, professors and former students who were associated with the subject during recent schooling.

Neighborhood investigation should normally be conducted on civilian employees and applicants to cover residence during the most recent three years. Testimony of neighbors before that period may be sought to verify periods of unemployment or self-employment, or to resolve questionable matters which have been raised from other sources.

The number of witnesses interviewed cannot be reduced to a formula but in each case should depend upon the diversity of the subject's experience and places of residence, as well as upon the depth of knowledge shown by witnesses concerning the subject's character, habits, and background. The objective of the investigation should be to obtain a comprehensive and well-rounded picture of the individual's background and activities.

### Matters Covered in Full Field Investigations

Basically, full field investigations are designed to develop sufficient information to enable agency officials to determine the employability or fitness of persons entering critical-sensitive positions. Fitness includes both security and suitability fitness. Investigations, whenever practicable, should be conducted on a preemployment basis and reports used as a personnel selection device.

Character, habits, morals, associations, and reputation shall be investigated generally. Loyalty should be particularly stressed and if a question is raised concerning the subject's loyalty the case shall be referred to the Federal Bureau of Investigation in accordance with Section 8(d) of Executive Order 10450.

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The affirmative qualities and qualifications of the subject should be fully developed.

Over and above the minimum standards, the full field investigation may be tailored to obtain information in depth concerning special attributes and qualifications required for proper performance in the particular kind of position involved.

### GUIDES FOR SELECTION, TRAINING AND SUPERVISION OF FEDERAL PERSONNEL INVESTIGATORS

The following guides for the selection, training and supervision of Federal personnel investigators conducting full field investigations for the competitive service have been adopted by the Commission:

- 1. \*Selection should be based upon
  - Any of the following as indication of above-average mental capacity and verbal ability:
    - (a) a college degree and written test;
    - (b) a college degree and oral examination;
    - (c) education and experience equivalent to four years of college and written test; or
    - (d) college level written test.
    - Demonstrated ability to meet and deal with people of all social and economic levels, evidenced by an appropriate employment interview or through affirmative findings in a personal investigation.
    - Pre-appointment completion of a comprehensive full field investigation with favorable results concerning loyalty and suitability, showing also that the applicant possesses high moral standards, and the requisite personal attributes, including integrity, tact, initiative, adaptability, resourcefulness, soundness of judgment, and ability to meet and deal with people.
    - Potential for growth as an investigator and consideration of capacity for future development along other technical or managerial lines as dictated by agency needs.
  - Training and supervision of personnel investigators should meet these minimum requirements:
    - Initial training to provide a thorough grounding in the fundamentals of personnel investigations and agency missions.

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\* Does not modify or amend the standards for investigators

- Provision for periodic refresher training to update skills and assure continuing investigative competence.
- Supervision that is sufficiently close, and review that is sufficiently frequent and thorough, to assure good quality of investigating and reporting on a timely basis at reasonable cost.

#### Manuals and Instructional Material Subject to Review by the Commission

To insure uniformity of investigative methods and procedures the Commission shall, as appropriate, review manuals and instructions to investigators which relate to conducting full field or background investigations on competitive service applicants and employees with respect to those departments and agencies which have negotiated agreements with the Commission under the provisions of Section 8(b) of Executive Order 10450.

### Avoiding Unwarranted Invasion of Privacy

In conducting full field (background) investigations for acceptability for employment in critical-sensitive competitive service positions under E.O. 10450, inquiries concerning an applicant will be limited to matters relevant to a determination of fitness for the position, including a determination as to whether his employment is clearly consistent with the national security. Investigators are not authorized to:

- (1) Inquire about race, religion, national origin, union membership, fraternal affiliations, political affiliations, or the constitutionality or wisdom of legislative policies except when such information constitutes a bona fide qualification or fitness requirement for specific employment, is required to establish identity, or directly relates to security fitness or subversive activities.
- Investigate any case or person other than those officially assigned within their lawful duties.
- Interview witnesses without first showing credentials giving proper identification and informing the witness why the investigation is being conducted.
- (4) Furnish information or ask questions in such manner as to indicate the investigator is in possession of derogatory information concerning the subject of investigation.
- (5) Make covert or surreptitious investigations, or use such devices or techniques as mail covers, inspection of trash, Approved For Release 2001/09/03: CIA-RDP83B00823R000100150007-4

or paid informants, except as any of the foregoing may specifically and individually first be authorized by the head of the agency or his designee.

- (6) Use telephone or wire taps or covert listening or recording devices.
- Use the polygraph or other so-called lie detectors except as authorized in Attachment 1.
- (8) Interview applicants or appointees to the competitive service concerning their sexual behavior or attitudes concerning sexual conduct in the absence of allegations or information indicating sexual misbehavior.
- (9) Express opinions about the person under investigation.
- (10) Investigate any case in which the investigator knows of circumstances which might adversely affect his fairness, impartiality, or objectivity, without first making this fact known to his superiors.
- (11) Divulge any investigative information outside official channels.
- (12) Make unauthorized intrusions on private property.

Nicholas J. Oganovic Executive Director

Attachment 1 Rules concerning use of the polygraph for competitive service positions

Attachment to FPM Letter No.

Use of the Polygraph in Personnel Investigations of Competitive Service Applicants and Appointees to Competitive Service Positions

An executive department or agency which has a highly sensitive intelligence or counter-intelligence mission directly affecting the national security (e.g. a mission approaching the sensitivity of that of the Central Intelligence Agency) may use the polygraph. for employment screening and personnel investigations of applicants for and appointees to competitive service positions only after complying with the following procedures:

The executive agency must submit to the Chairman of the Civil Service Commission a statement setting forth the nature of its The Chairman shall then determine whether the agency has an intelligence or counter-intelligence mission directly affecting the national security. If he so finds, the following shall apply:

The agency shall prepare regulations and directives governing use of the polygraph in employment screening and personnel investigations which must be reviewed by the Chairman of the Civil Service Commission. These shall contain as a minimum:

- Specific purposes for which the polygraph may be used, and details concerning the types of positions or organizational entities in which it will be used, and the officials authorized to approve such examinations.
- b. A directive that a person to be examined must be informed as far in advance as possible of the intent to use the polygraph and of --
  - (i) Other devices or aids to the interrogation which may be used simultaneously with the polygraph, such as voice recordings, etc.
  - (ii) His privilege against self-incrimination and his right to consult with legal counsel or to secure other professional assistance prior to the examination.
  - (iii) The effect of the polygraph examination or his refusal to take such examination on his eligibility for employment. He shall be informed that refusal to consent to a polygraph examination will not be made a part of his personnel file.

- The characteristics and nature of the polygraph (iv) machine and examination, including an explanation of the physical operation of the machine, the procedures to be followed during the examination, and the disposition of information developed.
  - The general areas of all questions to be asked during an examination.
- A directive that no polygraph examination will be given unless the person to be examined has voluntarily consented in writing to be examined after having been informed of the above, (i) through (v).
- A directive that questions to be asked during a polygraph examination must have specific relevance to the subject of the particular inquiry.
- Adequate standards for the selection and training of examiners, keeping in mind the Government's objective of insuring protection for the subject of an examination and the accuracy of polygraph results.
- A provision for adequate monitoring of polygraph operations by a high-level official to prevent abuses or unwarranted invasions of privacy.
- g. A provision for adequate safeguarding of files, charts, and other relevant data developed through polygraph examinations to avoid unwarranted invasions of privacy.

Approval to use the polygraph will be granted only for one-year periods. A department or Agency given approval to use the polygraph for competitive service positions will be required to recertify annually that the conditions which led to the original certification still obtain in the agency.

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### PERSONAL HISTORY STATEMENT

#### INSTRUCTIONS

#### -DO NOT ATTEMPT TO COMPLETE THIS FORM UNTIL YOU HAVE READ THE FOLLOWING INSTRUCTIONS-

- 1. Answer all questions completely or check (X) the box which applies. If the question is not applicable, write "NA". If you do not know the answer and it cannot be obtained from personal records, write "Unknown". Use the blank space on pages 15 and 16 for extra details on any question for which you do not have enough space.
- 2. Type or pant carefully-USE BLACK TYPEWRITER RIBBON OR BLACK INK.
- 3. Leave blank any boxes or columns which are marked "FOR OFFICE USE ONLY".
- 4. Consider each of your answers carefully; accurate completion of the form will permit review of your qualifications to the best advantage. Your signature at the end of the form will certify to its correctness.
- 5. Page 17 entitled "Personal History Summary" must be completed. It is a brief abstract of information from other parts of the form and will help to speed the processing of your application.

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Approved For Release 2001/09/03 : CIA-RDP83B00823R000100150007-4 SECTION III 3. Present citizenship (Country) 2. Place of birth (City, State, Country) 1. Date of birth 6. Naturalization certificate number 5. Date naturalized Birth Marriage Citizenship acquired by: Other (Specify): 8. Issued at (City, State, Country) 7. Court issuing naturalization certificate 10. Date and place of arrival in U.S. 9. If alien, give alien registration number CITIZENSHIP 12. If yes, give name of country 11. Have you held previous nationality? No 13. Give particulars concerning previous nationalities 大き 15. Date visa issued 14. Last U.S. visa (Number, type, place of issue) **EDUCATION** SECTION IV ELEMENTARY SCHOOL Years attended (From - to -) Graduate Address (City, State, Country) 1. Name of elementary school, Yes ☐ No HIGH SCHOOLS Years attended (From - to -) Graduate Address (City, State, Country) 1. Name of high school Yes ☐ No Years attended (From - to -) Graduate Address (City, State, Country) 2. Name of high school Yes No No COLLEGE OR UNIVERSITY STUDY Grade or Year Years attended Degree Sem./Qtr. Point Name and location of college or university Received Received Mino From -Major to-Hours (Specify) Average 1. EDUCATION 4. If a graduate degree has been noted above which required submission of a written thesis, indicate the title of the thesis and briefly describe its content. TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS No. of months To Study or specialization From Name and address of school 1. 4.

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Approved Egg Release 2001/09/03 : GIA-RDP83E00823E009100150007-4 SECTION VI List below any foreign regions or countries in which you have traveled or gained knowledge as a result of residence, study or work assignment. Indicate type of knowledge such as terrain, harbors, industries, utilities, railroads, political parties, etc. Knowledge acquired by - Check (X) **Dates of Travel** Dates & Place Type of Specialized Name of Region of Study Resior Residence GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL or Country Knowledge Assign-Study dence ment 2. Indicate the purpose of visit, residence or travel in each of the regions or countries listed above 3. United States Passport Number & Expiration Date, if issued TYPING AND STENOGRAPHIC SKILLS SECTION VII 1. Typing (WPM) 3. Indicate shorthand system used—check (X) appropriate item: Other -Gregg Speedwriting Stenotype Specify: 4. Indicate other business machines with which you have had operating experience or training (comptometer, mimeograph, card punch, etc.) SPECIAL QUALIFICATIONS SECTION VIII 1. List all hobbies and sports in which you are active or have actively participated. Indicate your proficiency in each. 2. Indicate any special qualifications resulting from experience or training which might fit you for a particular position or type of work. SPECIAL QUALIFICATIONS 3. Excluding business equipment or machines which you may have listed in Item 4, section VII, list any special skills you possess relating to other equipment and machines such as operation of radio transmitters (indicate CW speed, sending & receiving), offset press, turret lathe, EDP and other scientific & professional devices. Are you now or have you ever been a licensed or certified member of any trade or profession such as pilot, electrician, radio operator, teacher, lawyer, CPA, medical technician, psychologist, physician, etc.? No 5. If you have answered "Yes" to Item 4 above, indicate kind of license or certification and the issuing State, municipality, etc. 6. First License/Certificate (year of issue) (Provide license registry number, if known) 7. Latest License/Certificate (year of issue) 8. List any significant published materials of which you are the author (do NOT submit copies unless requested). Indicate the title, publication date, and type of writing (nonfiction or scientific articles, general interest subjects, novels, short stories, etc.) 9. Indicate any devices which you have invented and state whether or not they are patented. 10. List public speaking and public relations experience. 11. List any honorary associations or societies of which you are now or were formerly a member. List academic honors you have received.

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	Are you registered for the Draft unde versal Military Training & Service amended?			2. Selective Service cl		3. If deferred, give re-	ason	
_	Local Selective Service Board Numb	per and Address						
			MILITAR	Y SERVICE RECOR	D			
	Complete the following items Marine, National Guard, Air I and organization in item 1 be	National Guard, o	nest active duty	military service wi	h the Army, N	avy, Air Force, Marine Cor eign military organizatio	ps, Coast Guard, Merchai n, specify both nationali	
	Military organization (Army, N		2. Branch or Cor	ps	3. Dates of se	rvice (extended active duty)		
					From—	То—		
	Status (Regular, Reserve, etc. — specify)	5. Rank, grade of tion if past ser		6. Serial, service or	file number	7. Type of separation from active duty (insert numb type which applies—see list below)	er for	
(1)	8. Brief description of military du	ties (record the dutie	s and skills which b	est describe your work	or function in th	e military service)		
è-	Military organization (Army, N	avy, etc.—specify)	2. Branch or Con	2. Branch or Corps 3. Dates of servi				
					From —	To—		
	Status (Regular, Reserve, etc. — 5. Rank, grade or rate (a tion if past service)			(at separa- 6. Serial, service or file number		7. Type of separation from active duty (insert number for type which applies—see list below)		
a	ypes of separation from ctive duty – record	1 — Honorable d 2 — Release to ir	active duty	4—Retirement for 5—Retirement for	combat disability		in	
	applicable number in tem(s) 7 above	3 — Retirement fo	or age	6 - Retirement for	physical disabili	ty number		
		MILITAI	RY RESERVE, N	ATIONAL GUARD	& R.O.T.C.	STATUS		
	Complete the following items member of the ROTC.	if (1) you now hav	e reserve status,	(2) you are a membe	er of the Nation	nal Guard or Air National (	Suard, or (3) you are a	
	Check (X) Reserve, Guard or COTC organization to which	Army Navy	Marine Corp		nai Guard at'i Guard	Coast Guard Army ROTC	Navy ROTC Air Force ROTC	
у	ou belong  . Current rank, grade or rate	Navy		intment in current ran		3. Expiration date of a reserve obligation		
	4. Check (X) current reserve category	Ready	Reserve Si	randby (active)	Standby (inac	ctive) Retired		
	5. Brief description of military reser		duties and skills wh	nich best describe your	work or function	in the military service)		

#### Approved For Release 2001/09/03 : CIA-RDP83B00823R000100150007-4 SECTION X EMPLOYMENT HISTORY NOTE: LIST LAST POSITION FIRST. Indicate chronological history of employment for past 15-years, starting with current or most recent position. Account for all periods including casual employment and all periods of unemployment. Give address and state what you did during periods of unemployment. List all civilian employment by a foreign government, regardless of dates. In completing item 10, "description of duties", consider your experience carefully and provide meaningful, objective statements. 1. Inclusive dates (From— to— by month & year) 2. Name of employing firm or agency 3. Address (Number, Street, City, State, Country) 4. Indicate specific area or place of employment if other than address noted in item 3 5. Kind of business 6. Name of supervisor Male Female 7. Title of job 8. Salary or earnings 9. Class; grade if Federal Service 10. Description of duties 11. Reasons for leaving 1. Inclusive dates (From- to- by month & year) 2. Name of employing firm or agency 3. Address (Number, Street, City, State, Country) 4. Indicate specific area or place of employment if other than address noted in item 3 5. Kind of business EMPLOYMENT HISTORY 6. Name of supervisor Male Female 7. Title of job 8. Salary or earnings 9. Class; grade if Federal Service Description of duties 11. Reasons for leaving 1. Inclusive dates (From - to - by month & year) 2. Name of employing firm or agency 3. Address (Number, Street, City, State, Country) 4. Indicate specific area or place of employment if other than address noted in item 3 5. Kind of business 6. Name of supervisor Male (3) 7. Title of job 8. Salary or earnings 9. Class, grade if Federal Service 10. Description of duties 11. Reasons for leaving 1. Inclusive dates (From - to - by month & year) 2. Name of employing firm or agency 3. Address (Number, Street, City, State, Country) 4. Indicate specific area or place of employment if other than address noted in item 3

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5. Kind of business

7. Title of job

6. Name of supervisor

8. Salary or earnings

<del>00100150007-4</del>

Male Female

9. Class; grade if Federal Service

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11. Reasons for leaving			
1. Inclusive dates (From— to— by month & year)	2. Name of employing firm or age	ency	
3. Address (Number Street City State County)			
(Country)	4. Indicate specific area or place of	f employment if other than address no	ted in
5. Kind of business	6. Name of supervisor		^
7. Title of job			_ r
		9. Class; grade if Fed	eral S
10. Description of duties	per		
11. Reasons for leaving  1. Inclusive dates (Fram— to — by month & year)	2. Name of employing firm or ager	ncy	
2.44			
3. Address (Number, Street, City, State, Country)	4. Indicate specific area or place of	employment if other than address not	ed in i
5. Kind of business	6. Name of supervisor		] M
7. Title of jeb	8 Salan or coming		] Fe
	\$ per	9. Class; grade if Fede	ral Se
11. Reasons for leaving			
1. Inclusive dates (From— to— by month & year)	2. Name of employing firm or agence	су	
3. Address (Number, Street, City, State, Country)	4. Indicate specific area or place of e	employment if other than add	
		P. o / o mer man adaress note	-1 !- !*
	, and a place of plac		d in it
5. Kind of business			d in it
5. Kind of business	6. Name of supervisor		] Ma
5. Kind of business 7. Title of job		9. Class; grade if Feder	] Ma
	1. Inclusive dates (From— to— by month & year)  3. Address (Number, Street, City, State, Country)  5. Kind of business  7. Title of job  10. Description of duties  1. Inclusive dates (From— to— by month & year)  3. Address (Number, Street, City, State, Country)  5. Kind of business  7. Title of jeb  10. Description of duties	1. Inclusive dates (Fram – to – by month & year)  2. Name of employing firm or age of the specific area or place or p	1. Inclusive dates (Fram - to - by month & year)  2. Name of employing firm or agency  4. Indicate specific area or place of employment if other than address not of supervisor  5. Kind of business  6. Name of supervisor  7. Title of job  10. Description of duties  11. Reasons for leaving  1. Inclusive dates (Fram - to - by month & year)  2. Name of employing firm or agency  4. Indicate specific area or place of employment if other than address not of employing firm or agency  5. Kind of business  6. Name of supervisor  7. Title of jeb  8. Salary or earnings  9. Class; grade if Fed specific area or place of employment if other than address not of supervisor  1. Indicate specific area or place of employment if other than address not of supervisor  1. Title of jeb  8. Salary or earnings  9. Class; grade if Fed specific area or place of employment if other than address not of supervisor  1. Title of jeb  8. Salary or earnings  9. Class; grade if Fed specific area or place of employment if other than address not of supervisor  1. Reasons for leaving

SE		ON XI				divorced, annulled		STATUS POSE			1500	07-4	
					•	rces or annulment		specify —————					
	Н			-									
		ife, husband or fiance(e)						ulments) use separ ated, fill in appropr				husband giving data e).	required
	3.	Name of spouse		(La	st)		(First)			(Middle)		(Maiden	)
	4	State any other	DOMES AVAILABLE	d by spause			2						
	•	State dily officer	nomes ever use	a by spouse									
								s noted in item 4 ab			egal cho	inge, give particulars	(where
	5.	Date of birth		·		ty, State, Country)						7. Date of marriage	
15	8.	Place of marria	ge (City, State,	Country)								9. Living	
AT	10.	Citizenship			11. Form	er citizenship(s) [c	ountry(ies)]				12. If al	lien, give alien registratio	n number
ST													
MARITAL STATUS	13.	Date U.S. citizen	ship acquired	14. Where	acquired			15. Date and place of	of arrival i	n U.S.	16. Nate	uralization certificate num	ber
RIT	17.	Date of death		18. Cause o	of death					i			
¥													
	19.	Current address	(Give last addr	ess, if decea	sed)			20. Address of spouse	e before m	narriage			
	21.	Occupation			22. Prese	ent employer (Also	give former	employer, or if spouse	deceased	or unemploye	ed, give l	ast two employers)	
	23.	Employer's or bu	siness address (	Number, Str	eet, City,	State, Country)							
	24.	Dates of military (From — to — b		)	2	25. Branch of milit	ary service			26. Country	with whi	ich military service affiliate	be
	27.	Details of other	government serv	rice, U.S. or	foreign					•			
	н												
	Ы												
SE	_	ON XII					ND OTH	ER DEPENDEN	rs	714			
	1.	Provide the follo	wing informatio	n for all chi	dren and	Relationship	1 0	ate & Place of Birth		Citizenship	т	Address	
										Cilizensinp	<u> </u>	Address	
			· · · · · · · · · · · · · · · · · · ·								ļ		
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DE	٠										ł		
DEPENDENTS											+		
BE											ļ		
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	-								_		1		
	2	No. of children (	(include stands	Idran & -d-	البائد البرمان	ren) who are		2 No of all :	- and - : ·				
		unmarried, unde						3. No. of other deg who depend on y 21 NOT self-supp	ou for at l	e.g., spouse, east 50% of th	parents, eir suppo	stepparents, etc.) ort ar children over	
	-	•						21 ROI seit-supp	orning.				

ECT	ION XIII	FATHER (Give same inf	ormation for stepfather and/or guardian on a	separate sheet)	
	. Full name (Last — First — Middle)				
2.	. State other names he has used				
		luding length of time) und	er which any names in item 2 above were use	d. If legal change, give	particulars (where and by
	what authority). Use extr	a space provided on pulles	13 414 10 01	TION.	5. Living
3	3. Date of birth	4. Place of birth (City, State	, Country)		Yes No
6	6. Date of death	7. Cause of death			8. Citizenship (Country)
9	9. Former citizenship(s) [country(i	(es)]	10. Date U.S. citizenship acquired	11. Where acquired (City,	State, Country)
12	2. Naturalization certificate num	ber	13. If alien, give alien registration number	14. Date and place of an	ival in U.S.
13	5. Current address (Give last ad	dress, if deceased)			
1	16. Occupation		17. Present employer (Give last employer if fai	ther deceased or unemploye	d)
,	18. Employer's business address	or father's business address if se	elf-employed		
	19. Dates of military service (Fro		20. Branch of military service		21. Country with which affiliate
ı.	22. Details of other government				
EC	1. Full name (Last—First—Mide		ve same information for stepmother on a sepa	rate sheet)	
ł	2. State other names she has u	sed			
ı		and ding length of time) un	ider which any names noted in item 2 above we	re used. If legal change	, give particulars (where and
ė.	by what authority). Use	extra space provided on p	pages 15 and 16 of this form to record this in	iormation.	5. Living
	3. Date of birth	4. Place of birth			Yes No
	6. Date of death	7. Cause of death			8. Litizenship (Country)
	9. Former citizenship(s) [count	ry(ies)]	10. Date U.S. citizenship acquired	11. Where acquired (C	ity, Sate, Country)
ž	12. Naturalization certificate n	umber	13. If alien, give alien registration number	14. Date and place of	arival in U.S.
MOINER	15. Current address (Give last	address, if deceased)			
	16. Occupation		17. Present employer (Give last employer if	mother deceased or un-mplo	oyed)
	18. Employer's business addre	ss or mother's business address i	if self-employed		
	19. Dates of military service (f	from — to —)	20. Branch of military service		21. Country with which affilia
	22. Details of other governme	nt service, U.S. or foreign			

	T. Toll Holle (Eds) — / F	rst — Middle — Maiden)		2. Relationship	3. C	itizenship (Country)
(1)	4. Date of birth	5. Place of bi	th (City, State, Cour	itry)	6. Li	ving
						Yes No
	7. Present employer (C	Give last employer if deceased or	unemployed)	8. Current address (Give I	ast address.if deceased)	
	1. Full name (Last—Fi	rst — Middle — Maiden)		2. Relationship	3. C	itizenship (Country)
(2)	4. Date of birth	5. Place of bit	th (City, State, Coun	try)	6. Li	, _
	7. Present employer (G	ive last employer if deceased or	unemployed)	8. Current address (Give la	ast address, if deceaset)	Yes No
	1. Full name (Last - Fil	rst — Middle — Maiden)		2. Relationship	3. τ	itizenship (Country)
(3)	4. Date of birth	5. Place of bir	th (City, State, Coun	try)	6. L	1 —
	7. Present employer (G	ive last employer if deceased or	unemployed)	8. Current address (Give Id		Ye. No
	1. Full name (Last—Fir	st Middle Maiden)		2. Relationship	3. 0	itizenshi) (Country)
4)	4. Date of birth 5. Place of birth (Cil		th (City, State, Coun	(ry)	6. Li	ving
	7. Present employer (G	ive last employer if deceased or	unemployed)	8. Current address (Give Ia		Yes No
	1. Full name (Last—Fin	st — Middle — Maiden)		2. Relationship	3. C	itizenship (Country)
5)	4. Date of birth	5. Place of bird	h (City, State, Count	ry)	6. Li	ving
	7. Present employer (G	ive last employer if deceased or	inemployed)	8. Current address (Give to:		Yes No
4						
	1. Full name (Last—Fin	st — Middle — Maiden)		2. Relationship	3. C	itizenship (Country)
6)	4. Date of birth	5. Place of birt	h (City, State, Count	77)	6. Li	
	7. Present employer (G	ive last employer if deceased or a	inemployed)	8. Current address (Give last address, if deceased)		
TIC	N XVI	FATHER-IN-LAW (If	marriage contemp	plated, fill in information for	future father-in-law)	
ì.	Full name (Last—First—A	Aiddle)				
2.	State other names he has	used				
	Indicate circumstance	s (including length of time) w	nder which any no	umes noted in item 2 above w	ere used. If legal chan	ge, give particulars (when
	Date of birth	Use extra space provided on  4. Place of birth	pages 15 and 16	of this form to record this in	formation.	5. Living
6.	Date of death	7. Cause of death				Yes No
						8. Citizenship (Country)
	Former citizenship(s) [cou		10. Date U.S	. citizenship acquired	11. Where acquired (C	City, State, Country)
	Naturalization certificate	number	13. If alien,	give alien registration number	14. Date and place of	arrival in U.S.
5. (	Occupation		16. Present e	mployer (Give last employer if fa	ther-in-law deceased or un	emplayed)
7. (	orrent address (Give las	address, if deceased)				

СТ	ION XVII	MOTHER-IN-	LAW (If ma	rriage contemp	lated, fill in informatio	on for future mothe	er-in-law)	***	
1	1. Full name (Last—First—Middl	le – Maiden)							
2	2. State other names she has use	ed							
L									
	Indicate circumstances (in by what authority). Use	cluding longth c extra space pro	of time) under vided on page	which any names 15 and 16 of	nes noted in item 2 abo f this form to record th	eve were used. If I is information.	egal chan	je, give particulars (where	
3	Date of birth  4. Place of birth							5. Living	
6	5. Date of death	7. Cause of d	anth .	**				Yes No	
L		The Guide of G						8. Citizenship (Country)	
9	9. Former citizenship(s) [country(	(ies)]		10. Date U.S.	10. Date U.S. citizenship acquired 11. Where			City, State, Country)	
12	2. Naturalization certificate num	nber		13. If alien, g	ive alien registration num	nber 14. Date o	and place of	arrival in U.S.	
15	5. Occupation			16. Present er	nployer (Give last employe	er if mother-in-law d	eceased or i	(nemployed)	
_									
17	7. Current address (Give last ad	dress, if deceased)							
CT I	ION XVIII R	ELATIVES BY E	SLOOD, MAR	RIAGE OR A	DOPTION WHO EIT	HER (1) LIVE AS	ROAD.		
		(2) ARE NO	T U.S. CITIZ	ENS OR (3)	WORK FOR A FORE	IGN GOVERNME	NT		
	1. Name (Last – First – Middle)				2. Relationship	3. Date of birt	h 4. Pla	ce of birth (City, State, Count	
(1)	5. Citizenship (Country) 6. Ad			dress or country	in which relative resides				
	7. Employed by								
	7. Спртоува ву				8. Frequency of contact		9. Dat	e of last contact	
	1. Name (Last First Middle)				2. Relationship	3. Date of birth	4. Pla	4. Place of birth (City, State, Countr	
(2)	5. Citizenship (Country)	5. Citizenship (Country) 6. Address or cou			n which relative resides				
(-/									
	7. Employed by	7. Employed by				8. Frequency of contact			
	1. Name (Last—First—Middle	•)			2. Relationship 3. Date of birth			e of birth (City, State, Countr	
(3)	5. Citizenship (Country)		6. Add	ddress or country in which relative resides					
(0)									
	7. Employed by				8. Frequency of contact		9. Date	of last contact	
TIC	ON XIX RELAT	TIVES BY BLOC	DD, MARRIA	GE OR ADOP	TION WHO ARE IN	THE MILITARY	OR CIVIL	<del></del>	
	1. Name (Last - First - Middle	.1	SER	VICE OF THE	UNITED STATES				
	, , , , , , , , , , , , , , , , , , ,	,			2. Relationship	3. Date of birth	4. Plac	e of birth (City, State, Countr	
1)	5. Citizenship (Country)	6.	Address (Numbe	er, Street, City, S	tate, Country)	7. Type and loc	ation of ser	rice (If known)	
				-					
1	1. Name (Last - First - Middle)	)	-		2. Relationship	3. Date of birth	4. Plac	e of birth (City, State, Countr	
2)	5. Citizenship (Country)		A.1. ().						
-/	3. Cilizenamp (Country)	0.	Address (Numbe	er, Street, City, S	late, Country)	7. Type and loca	ation of serv	ice (If known)	
4									
	1. Name (Last – First – Middle)	)	-		2. Relationship	3. Date of birth	4. Place	of birth (City, State, Country	
3)	5. Citizenship (Country)	6. /	Address (Numbe	er, Street, City, St	ate, Country)	7. Type and loca	ation of serv	ice (If known)	
1		1		-	-	1	2 2. 0011	,,	

SEC	TION XX AP	brosed <b>Est Bale</b>	PLACES OF RESIDENCE FOR	283B00823R000100150 THE PAST 15 YEARS	007-4	
A	Include addresses while location by city, state, as	at school and in military se	rvice. If residences in military service cannot	be shown as street addresses, indicate	complete military u	unit designation and
à		Address last resid	dence first (number, street, city, state, country	)	Inclusive dat	es (month & year)
					From —	Ta —
*1						
ES						
RESIDENCES						
als						
ĕ						-
9						
6 3						
ê						
10-					l	
SECT	ION XXI	1 6	REFERENCES			
	Name (Last - First - N		t five character references (not relatives) in t			Inneth of Tim
		M M	Business Address	Residence Ad	ldress	Length of Time Known (in yrs
		F				
		M F				
		M				
		F				
a		F	-			
2		M F				
KETEKENGES	2. List five persons in the ( persons listed (if possible	U.S. who know you socially le) should be individuals wl	(not relatives, supervisors or employers). It no knew you averseas.	you have resided overseas at any time	during the past 1.	5 years, two of the
X	Name (Last — First — Mi	iddle) Sex	Business Address	Residence Ad	dress	Length of Time Known (in yrs)
		M				, , , , , , , , , , , , , , , , , , ,
		F M				
		F				
		M F				
		M F				
		M				
		F				

have belonged (include membership in,				of membership
Name and chapter	Address (Number, Stree	r, City, State, Country)	(From)	(To)
	1		(rrom)	(10)
			ŀ	
				-
NON XXIII	FINANCIAL STATUS		1	
Are you entirely dependent on your salary?	Yes No			
2. If your answer is "NO" to the above, state sources of	of other income			
	3. Credit references (banking institutions	charge accounts, etc.)		
N3 £ ! sts _st st			ity, State, Country)	
Name of institution		700,633 (	,	
	_ [			
4. Have you ever been in, or petitioned for, bankrup	cy? Yes No		A = A + A + A + A + A + A + A + A + A +	
5. If your answer is "YES" to the above, give particular	ars, including court and date(s)			
		-		
6. Do you receive an annuity from the United States	or District of Columbia Government under any re	stirement act, pension, or com	pensation for military o	r naval service
Yes No				
7. If your answer is "YES" to the above question, give	complete details			
He control of the con				
8. Do you have any financial interest in, or official of	onnections with, non-U.S. corporations or busine ower is "YES", furnish details in space below—C	esses or with U.S. corporations	or businesses having so	ubstantial fore
interests? Yes No (If an	wer is 120 , termin details in space below—C		,,	
	DEDCALLA DEGLADATIO	NC		
TION XXIV	PERSONAL DECLARATIO			
TION XXIV  1. Do you advocate or have you ever advocated, or a with any political party, individual or organization	re you now or have you ever been a member of,	or have you ever supported or	been associated	

	Approved For Relegges OWAN / DECLARATIONS LICENTIAL USA 23R000100150007-4								
	Do you use or have y     ever used intoxicants'		Yes No	4. If so, to what extent?					
	5. Do you use or have y ever used narcotics?	'ou [	Yes No	6. If so, to what extent?					
	7. Have you ever been a member of, or supported, or had any connections with a foreign intelligence organization or its activities? If answer is "Yes", give complete details:  Yes  No								
SNO	8. List the names of Go	B. List the names of Government departments, agencies or offices to which you have applied for employment since 1955.							
PERSONAL DECLARATIONS	9. If to your knowledge, any of the above have conducted an investigation of you, indicate the name of the agency and the approximate date of the investigation.								
T DEC	Note Special Instructions	requested for each question on a separate,							
10. Have you ever been convicted in the U. S. or abroad of an offense against the law or forfeited collateral, or are you now under charges for any offense against the law? (You may omit traffic violations for which you paid a fine of \$30.00 or less.) If so, state name of court, city, state, country, date nature of offense, and disposition of case in accordance with special instructions above.									
111. While in the military service, were you ever convicted by special or general court martial? If so, describe incident(s) and provide date occurrence on separate sheet in accordance with instructions above.						(s) and provide date(s) of Yes No			
		nich you desire to		to light in subsequent investigation, provide date(s) of occurrence(s) on se					
	13. Have you ever been dismissed or asked to resign from any position? Yes No  Have you left a position under circumstances which you desire to explain? Yes No								
	14. If your answer to either or both questions in Item 13 above is "Yes," give details.								
SE	CTION XXV		PERSO	NS TO BE NOTIFIED	IN CASE OF EMERGENCY				
	1. Name (Last—First—I	Widdle)		2. Relationship					
CY	3. Home address (Numi	ber, Street, City, St		4. Home telephone number					
<b>EMERGENCY</b>	5. Business address (No	imber, Street, City,	6. Business telephone number & extension						
EM	7. In case of emergency, other close relatives (spouse, mother, father) may also be notified. If such notification is NOT desirable because of health or other reasons, please identify the persons not to be notified and the reason.								
SE	CTION XXVI			CERTIFIC	CATION				
	YOU ARE INFORMED THAT THE ACCURACY OF ANY STATEMENT MADE IN THIS APPLICATION WILL BE INVESTIGATED								
ATION	I have read and understand the instructions. I certify that the foregoing answers are true and correct to the best of my knowledge and belief. I agree that any misstatement or emission as to material fact will constitute grounds for rejection of my application or for immediate dismissal if employed. I also understand that any false statement made herein may be punishable by law (U.S. Code, Title 18, Section 1001).								
CERTIFICATION	1. Date of signatures				2. Signature of applicant				
Ü	3. Signed at (City and	Signed at (City and State)			4. Signature of witness to identify app	icant .			

Approved For ase 2001/09/03 : CIA-RDP83B0082 0100150007-4 Use the following space for extra details. Reference each continued item by the section and item number to which it relates and sign your name at the end of the material. If additional space is required beyond page 16, use extra pages the same size as this page and sign each such page.

Approved For Release 2004/09/08 colla-RDP83B00823R000100159007-4

(Signature)

Approxed for Release 2001/09/03/	₽J&\RUIR&3\RUIP\$73\R\Q\17\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\
	·
•	
	(Signature)

Approved For Release 2001/09/03 : CIA-RDP83B00823R000100150007-4

Type or print carefully—use black ink

### PERSONAL HISTORY SUMMARY

(For of	fice use anly)	(For office use only)						
ant	1. Full name (Last – First – Middle)	2. Date of birth 3. Place of birth						
Applicant	4. Other names used (Including maiden name) (Last—First—Middle)	5. Citizenship (If naturalized, indicate date & place of naturalization & certificate no.)						
atus	6. Name of spouse (Last—First—Middle—Maiden)	7. Date of birth 8. Place of birth (spouse)						
Marital Status	9. Date & place of marriage	<ol> <li>Citizenship of spouse (If naturalized, indicate date &amp; place of naturalization &amp; certificate no.)</li> </ol>						
Mari	11. Former spouse(s) — full name(s)	12. If divorced, date & place of divorce						
	13. Complete following for high school; trade, commercial & specialized schools (Ex	ude military training); colleges & universities:						
	Dates attended (From — To —) Name & address of school	Degree received Major subject						
Education								
V	14. Complete following for last three employment positions or last two years — begin	with most recent or current position:						
	Dates employed (From — To —) Name & address of employer	Employer's complete business address						
Employment	· ·							
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	15. Record last three places of residence or places of residence for past two years—begin with most recent or current address:							
0	Dates resided (From — To —) Complete address (Number, Street, City, State)							
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Res								
41								
L L								
Military	16. Military service organization (Army, Navy, etc.— specify)  17. Serial number	18. Rank, grade or rate 19. Dates of service (From — To —)						
	20. Military service organization (Army, Navy, etc. — 21. Serial number	22. Rank, grade or rate 23. Dates of service (From — To —)						
¥	(2) specify)							
D *	24. Father's full name (Last—First—Middle)	25. Date of birth 26. Place of birth (Fother)						
Pro-	27. Father's current address (Number, Street, City, State)	28. Father's citizenship (If naturalized, date & place of naturalization & certificate No.)						
ţ.								
Parents	29. Mother's full name (Last – First – Middle – Maiden)	30. Date of birth 31. Place of birth (Mother)						
Pa								
D. T.	32. Mother's current address (Number, Street, City, State)	33. Mother's citizenship (If naturalized, date & place of naturalization & certificate No.)						
a								